

City of Chula Vista
Rest and Recovery Rule
(CVEA – limited)

It is the purpose and intent of this rule to provide guidelines to employees and their supervisors to assure that employees who are involved in work in and around construction sites, traffic, and/or heavy equipment and machinery receive an adequate rest period between work shifts in order to perform their work duties in a safe and efficient manner. This rule may be modified at any time upon mutual consent of the City and CVEA.

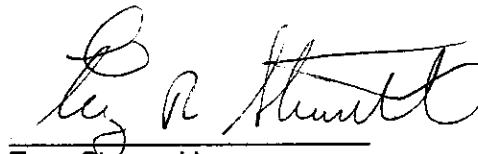
After an employee has worked sixteen (16) paid hours in any given 24-hour period, the employee shall be required to take a minimum seven (7) consecutive hours off for rest and recovery prior to returning for work or call back. If any portion of the required rest period extends into the employee's normal work shift, then the City will pay, hour-for-hour up to a maximum of four (4) hours, that portion of the rest period extending into the employee's normal work shift. If, as a result, the employee would work less than a full shift upon returning to complete their normal work shift, the employee shall have the right to submit a leave request for the remainder of the work shift and will not be required to return to work for that shift.

For all other conditions, such as multiple callbacks, the employee shall be required to have a minimum of seven (7) total hours for rest and recovery during any given 24-hour period. If any portion of the required rest and recovery period extends into the employee's normal work shift, then the above provisions shall also apply.

This policy is limited to CVEA employees assigned to the following departments:

Engineering
General Services
Public Works


Marcia Raskin
Director of Human Resources


Terry Strauwald
President, CVEA

9/10/2007

8/13/07